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# ALASKA PEOPLE

March 1986

Volume VIII

Number III

**Spring Is Just  
Around The Corner!**





#### ON THE COVER:

From the unrelenting snow and ice of winter, hope springs eternal; the pussy-willows bloom, celebrating the coming of springtime in Alaska.

Jacque Frost, 1932

#### — Attention —

Get your free tetanus-diphtheria shot at the Health Unit on the 2nd floor of the Anchorage Federal Building.

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# Meet The Management Team



Bishop Buckle, deputy director for administration

Every month ALASKA PEOPLE is featuring one member of the Alaska BLM Management Team. This month, an interview with Bishop Buckle, ASO's deputy director for administration.

"While growing up I was bound and determined to become a forester," says Bishop T. Buckle, ASO's deputy director for administration. It's been said "foresters can do anything" and are supposed to be "pure as the new driven snow"??? Bish is known as the man who holds Alaska BLM's purse strings and one who seems to have considerable influence over its money and people. "I soon found out as a forester, you live to work not work to live," says Bish.

Born in Massachusetts, Bish spent the first 10 years of his life in Missouri, then his family moved to New Jersey. In pursuit of his goal to become a forester, Bish enrolled in Paul Smith's College in 1958 to study forestry. Summers were spent working in a coffee factory and later in Lever Brothers Soap Factory where Bish's dad was personnel manager. Despite his zeal to become a forester, he would one day follow his father's footsteps in administration.

Bish received his associate degree in forest management from Paul Smith's College then transferred to West Virginia University to obtain his bachelor of science degree in forest management.

Fresh out of college in 1963, Bish was hired as a forester for the Bureau of Indian Affairs' (BIA) Western Washington Agency. He spent the next three years in the woods of western Washington inventorying the forest and administering timber sales and directing a three million dollar Accelerated Public Works program on the Makah and Quinault Indian Reservations.

In 1966 the lure of the "last frontier" and the opportunity to move ahead called Bish to BIA's Southeast Alaska Agency. "Living in Metlakatla, I was the forest officer in charge of all forestry activities on Indian-owned land in the Southeast. This included overseeing the construction of a new sawmill and helping the community with the Economic Development Administration paperwork necessary to obtain a pier suitable for handling large log-carrying ships and a cold storage facility for fish processing.

"After eight years as a forester I decided that foresters are notoriously undergraded. I didn't want to be a GS-9 for the rest of my life, so I entered the administrative arena," said Bish. He worked as administrative manager for one year in BIA's southeast office, then transferred as administrative manager to BIA's Northern Pueblos Agency in Santa Fe, N.M.

New opportunities soon presented

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# BLM Leads The Way Computers Track Case Files

This month's *ALASKA PEOPLE* begins a new column to recognize *BLM* employees who have developed new products or procedures that will improve operations or service to the public. Employees are encouraged to contact the editor with ideas for future stories.

— editor

Most of you probably have noticed when you go grocery shopping that the checkout cashier places your food on an optical bar scanner and your item and price are recorded electronically. This same type of technology is now being applied in other businesses, libraries, and yes, even in the *BLM*. In fact, any organization that has large quantities of individual items to keep track of can benefit by the use of optical scanners.

As a result of the efforts of Heather Rice, supervisor of Docket in the Alaska State Office, *BLM-Alaska* is now using the optical scanners to monitor the location of its casefiles.

Approximately 125,000 casefiles for all lands actions on the public lands in Alaska must be accounted for. These

files contain important information on any of a variety of lands cases such as rights-of-way, oil and gas leases, mining claims, and Native allotments. Employees in Docket monitor the location of the documents which can be checked out by *BLM* personnel in three offices.

The turnover of these casefiles is very high. In an average week approximately 270 new files enter the serialized system, 25 are closed out, 175 are requested by the public for viewing, 1,050 are checked out by adjudicative sections, and 1,600 are returned for resheling.

Heather has been the Docket supervisor since April 1985. "I was on the job for all of one month and realized that the system of using card files and log books was inadequate to handle the volume of material that we had to deal with. Since I have an interest in computers, the solution to the problem was immediately obvious," she said. Heather then worked with *BLM* management and representatives from *WANG* to choose the necessary hardware and software to get the system operational. Since the

technology was already available, the entire conversion process took less than six months to complete.

Each case file is assigned a number which is displayed on a bar graph. Each employee that checks out files has a number and bar graph attached to a plastic charge card. To check out or return a file, the Docket employee merely scans the two bar codes with an optical wand scanner that reads the codes. The wand looks like a large pencil with a light on the end. This information is then recorded into a computer.

This method offers several major improvements over the old method. It's fast, taking only two seconds or less to complete. It's accurate, as there is no chance of misreading or mistyping the numbers. Location of casefiles can be instantly identified and audits can be done quickly. "Since audits are conducted twice a year, we anticipate a significant savings in time and money," says Heather. The wand scanners are portable and several can be in operation in different locations at the same time.



All files in Docket are now filed numerically regardless of the lands act (above). Heather Rice returns one of the 1600 files which must be reshelfed weekly.



Heather Rice, supervisor of ASO's Docket

continued from page 2

themselves, and in 1974 Bish joined the BLM as Fairbanks district chief of the Division of Administration. In 1976 he became a budget analyst in Washington, D.C. Two years later he transferred to the Colorado State Office as deputy state director for administration. However, being an avid fisherman he couldn't resist the call to come north once again to Alaska to his present position as DSD for administration in the Alaska State Office.

"I'm an active participant in the mobility and tenure policy, having moved eight times during my career, including four duty stations in Alaska," says Bish. "All the moving around has provided me with a broad background of experiences that would have been impossible to get any other way."

Bish is a newlywed as of last August and dad to a couple of teenage girls, Tia and Tawni. His son Randy lives in Denver, Colo. "My new wife, Judy, and I had a true island honeymoon," says Bish, "fishing on Kodiak Island."

Bish's pride and joy is his 65-pound salmon hanging on the wall of his office. He also loves working with wood. His two-car garage is so full of woodworking and other shop equipment that neither of the family's cars fit in.

When asked what he thought about his job, Bish said, "I enjoy the challenge of my job. When I arrive in the morning, I seldom know what I will get involved in next. I am especially proud of the administrative employees in Alaska; with all my travels, they are the best in the Department as far as I am concerned."

"We've been going through a lot of agony over the past year as we reduced staff to meet the Reform 88 initiative. Through an administrative workload study and some innovative thinking, we abolished about 14 positions in FY 1985. There will be more positions to go in FY 1986 as opportunities arise and we are able to automate, downsize or eliminate processes. We look to all employees in Alaska for ideas on making administrative processes more efficient."

Of course there are lots and lots of things we would like to eliminate, but most of our processes are caused by agencies outside BLM, such as the Office of Personnel Management, General Services Administration, the Treasury Department, and the Office of Management and Budget.

It tears my heart to have to reduce our administrative organization so much because I guess I am service oriented to a fault. When we reduce our staffs to the point that we are only able

to process paper, we are unable to manage the processes very well or to provide employees, supervisors or managers with the support it takes to make everybody's job easier. This applies to personnel management, procurement management, or any one of the other 30 or so administrative arenas BLM must deal with."

In response to a question about what's happening in general to today's federal employee, Bish replied, "Over the centuries Congress and the presidents have enacted thousands of laws requiring actions for the public by the federal government. Implementing these laws required hiring more than a million federal employees."

"As costs have risen and revenues to the federal government have declined drastically over the past several years, many folks look at the federal employee as being the cause of the deficit problems we have. Obviously this is unfair. I think you will find that 99.9 percent of the employees are hardworking and personally dedicated to doing everything and more that they were hired to do."

"Of course, as our budgets are reduced, the number of on-board employees will be reduced primarily through attrition. It is my personal guess that there will not be too much more eroding of employee pay and benefits but perhaps more realignment of the total package to reflect a balance with state and local governments and the private sector."

A question about our budget outlook prompted a quick response from Bish. "How's your crystal ball working? Guessing where the budget will go next is like guessing what kind of mischief your kids are going to get into next. The national deficit and the Gramm-Rudman bill are realities. How they will affect our BLM budget in Alaska is anyone's guess. My guess is that in FY 1987 we can expect a cut of no less than 10 percent from our FY 1986 budget. The management team will be working hard over the next few months to develop flexible alternatives to meeting any one of a number of scenarios the FY 1987 budget may lay on us. I don't see us in Alaska going through reduction-in-force procedures because we are taking opportunities to abolish vacant positions now instead of filled positions later."

"Any way you cut it, the challenge we face now in light of the realities associated with budget downsizing is one of working smarter and more efficiently as we reduce in order to maintain an acceptable level of services to the clients of BLM-Alaska."

## Statewide Policy Adopted

A task force met February 6 to establish standard format and publication policy for future publication of all BLM-Alaska brochures.

Jane Mangus, Paul Savercool, and Jim Mroczek represented the state office; Bill Robertson and Dick Bouts, the Fairbanks district; and Carol Belenski attended on behalf of the Anchorage district.

At issue was the current 3½ by 8½ inch size of BLM brochures, elements of design and type, and the procedures for approval of these materials to be distributed to the public. The committee consensus was that the size of BLM brochures should conform to the standard nine inch by four inch size that is common now on brochure racks throughout the state.

In an effort to get a more standard "look" to our brochures, the committee also agreed that each should have the BLM seal with accompanying outline of the state of Alaska in the upper third of the first page. That way the public will know at a glance that the publications are put out by the Alaska BLM. The title or description of the brochure will go under the new identifying logo.

Under the new guidelines the lower third of the last page will carry the stock BLM statement, developed at this year's Project Pride workshop in Denver, Colo., and the identifying index number that accompanies all new publications.

The first brochures to be produced under the new guidelines are tentatively scheduled to be printed in the near future. It is expected that our publication quality and overall appearance will be greatly enhanced by the upgrade to style and procedure.

## FDO Records of Decision Approved

by Sharon Durgan Wilson

The Records of Decision (ROD) for the Steese National Conservation Area and the White Mountains National Recreation Area have been approved and signed by the BLM-Alaska state director. These RODs, which will soon be printed and available to the public, are the resource management plans which will guide BLM's management of the lands in the two areas in the future. The plans will be reviewed in three years, or possibly earlier, for updating and necessary changes.

# Mechanics "Rev Up" Wang System

What will have three brains, 96 arms and 12 miles of arteries? Answer: the new BLM Wang computer system in the state office.

BLM is now in the process of increasing its Wang terminal capacity. A third central processing unit (CPU) will allow for expanding the number of work stations from the current 64 to 96. Wang technicians are responsible for installing the CPU, but BLM must install the work stations.

This is where computer mechanics John DeHoyos and John Miller come in. DeHoyos and Miller spent a weekend last month pulling up the floorboards of the fourth and fifth floors to run the cables. Eleven new work stations were wired on the fourth floor, and one station was added on the first floor.

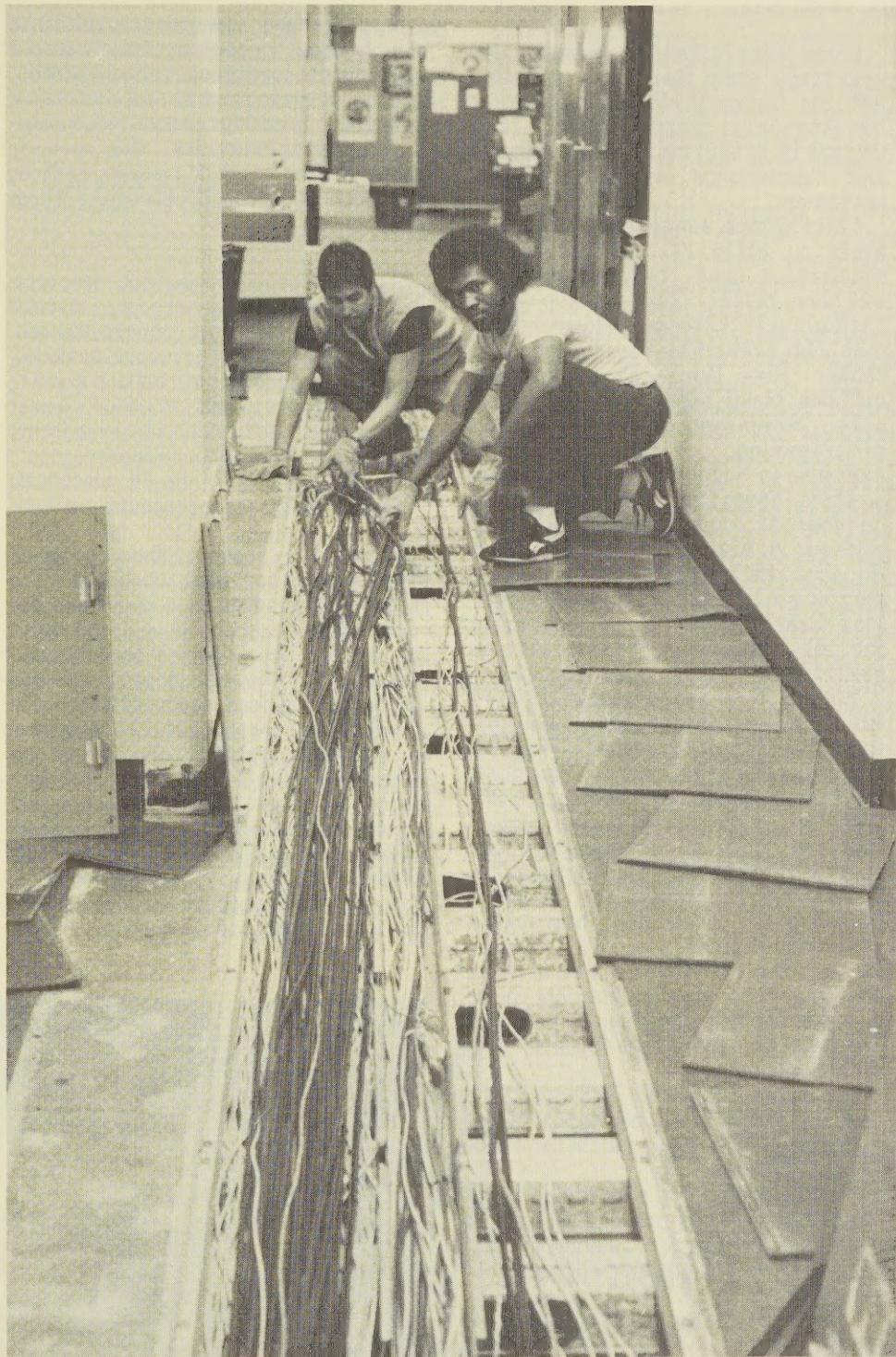
"People think hooking up a Wang is easy — like plugging in a microwave or a coffee pot," said Miller, "and sometimes we'll get one installed when someone wants it moved five or 10 feet away a short time later. What they don't realize is that each terminal needs to be connected to the CPU with a continuous segment of cable. We can splice in an extension if we have to, but we don't like to as it can lead to problems."

Running that cable means the utility troughs beneath the floors have to be exposed and the cables strung through narrow openings. Sometimes a string and wire apparatus called a "jet line" is used. About 300 feet of cable is needed to wire in one unit, about the length of a football field. DeHoyos figures that there will be about 12 miles of cable strung to get the 96 work stations operational.

We wired 11 stations over a long weekend, and we have to work when no one else is here. It's a safety hazard to be pulling up the floor panels when lots of people are walking around," said DeHoyos.

"It takes only 20 minutes to pull up the panels but about an hour and 15 minutes to put them back. That's for each floor. So you can see that it's a big job to put in a single unit. That's why we like to do as many as possible at the same time. I'd say we will probably use about two miles of cable to complete this latest expansion," said Miller.

Miller and DeHoyos don't like to string any more cable than is necessary. Last year they proposed an alternative way of routing which used 3,000 feet



John DeHoyos (l) and John Miller stringing cables

less than was projected to be needed to complete a job. "We have to wear gloves when we are working in those utility troughs. The gloves help protect our hands from the sharp edges of the

metal access holes, but we always wind up taking them off and our hands get cut anyway. Then there are all those dead mice that overdose on GSA's De-Con, but that's another story," added Miller.

# ADO's Electronics Shop No Matter What The Electronic Wizard

by Danielle Allen

If you want to meet six friendly guys who really enjoy their work, just step into the cadastral electronics shop at the Anchorage District Office. They provide BLM with the necessary repairs and maintenance on its electronics equipment.

Cliff Cullings, supervisor of the shop, leads a group of four electronics mechanics and one electronics mechanic helper. They all have varied backgrounds. Cullings is a former Navy man who worked his way up the BLM ranks. Ross Bordwell's background includes Navy radar, communication sites, computer maintenance and programming. Greg Duren has expertise in telephone and microwave systems. Doug Dickinson specializes in commercial sound studios and radio stations. Al Andrus, who has worked in the shop the longest, maintains radios, microwave and meteor burst systems. Max Graves is the newest member of the organization, working as an electronics mechanic helper.

With a total of 84 years of BLM service shared among them, Cullings speaks proudly of his people. "We have a great pool of knowledge. You don't find that too often. Most electronics types are more transient, but almost everyone who has worked here has stuck with BLM. It's a solid group."

Cadastral electronics gets its name because it primarily maintains electronic devices used by cadastral survey. But the unofficial title of radio shop may be a more appropriate name because the brunt of their work is the ongoing maintenance of 400 FM, VHF-FM hand-held radios.

Surveyors, minerals and resource field specialists use these radios in the field. They also repair radios for other federal agencies.

Cullings says, "By supporting other agencies, we can balance out our workload over the year. They fund our people when we are working on their equipment."

This solid group has an in-depth knowledge of physics — the science that deals with matter and energy. These guys are knowledgeable in the fields of mechanics, electronics and electricity.

**Typewriters, computers, teletype machines, generators, sound equipment, cameras, microphones, video equipment, microwave systems, photogrammetry equipment, autosurveyors, the meteor burst system, and of course, radios, are all sent to the Electronics Shop for repair.**

Typewriters, computers, teletype machines, generators, sound equipment, cameras, microphones, video equipment, microwave systems, photogrammetry equipment, autosurveyors, the meteor burst system, and of course, radios are items included in their work repertoire.

As Bordwell puts it, "If electricity passes through it, we probably work on it."

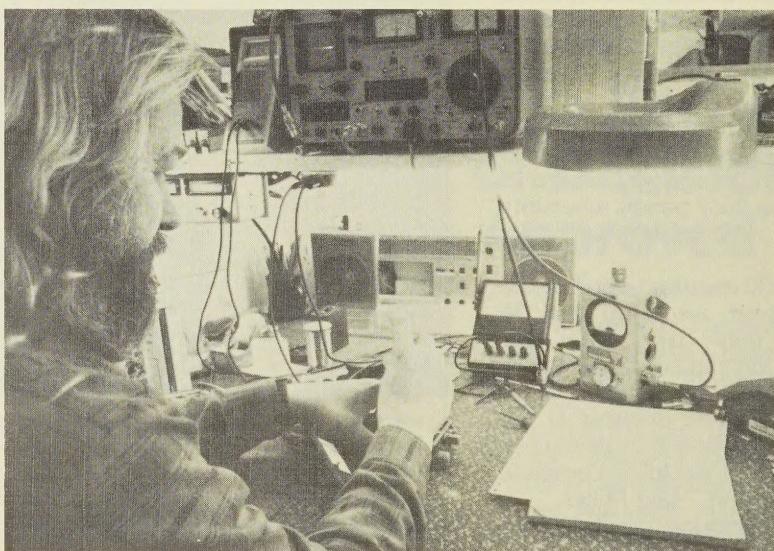
Repairs on field radios comprise more than half of their workload. The major components in a radio are the receiver and transmitter. "And these are the two things which usually need repair," says Graves. A series of tests are made to determine the problem. To check the receiver, 1,000 kilohertz tone is pumped through the radio to determine if the receiver will pick up a signal. To check the transmitter, a watt meter is attached to determine proper power output. Then the radio must be aligned or balanced. This involves balancing filters and amplifiers for both the transmitter and receiver.

About \$3 million dollars in equipment passes through the shop each winter. All types of interesting gadgets reside there. A service monitor is used to test malfunctioning equipment. Oscilloscopes are used to examine radio signals while bench power supply units generate power eliminating the need for batteries.

The most costly and probably the most sophisticated piece of equipment in the shop is the autosurveyor. Weighing in at 290 pounds and costing \$750,000 each (there are three), these blue boxes are inertial guidance systems used by surveyors to electronically survey land.

Each summer, these temperamental machines are loaded into helicopters and taken to the field. If the cadastral camp is in a remote area, an electronics mechanic will stay with the autosurveyor throughout the summer. If the autosurveyor breaks down, the whole camp (about 15 people) stops working. Dickinson explains, "When an autosurveyor is down, it's usually a memory card (autosurveyor's brain) that's gone bad. And we have plenty of spares. But I've taken up to a week figuring out what went wrong with one, while the surveyors just hung around. That's frustrating."

**About \$3 million dollars in equipment passes through the shop each winter.**



Ross Bordwell makes repairs.



Max Graves length and

# ...ADO's "Merlins" Can Fix Them All!

"By June of every year the electronics shop clears out," says Bordwell. "We'll go out with cadastral survey to help set up their mountain-top radios (commonly called repeaters) to expand the range of cadastral's radio systems. These repeaters are put in place so field surveyors can talk to the base camp. In extremely mountainous areas radio signals must be beamed high above the mountain to the repeater, then down to the base station."

Installation of a mountain-top repeater takes 30 minutes after the electronics mechanic is flown to the mountain top by helicopter. The repeater package is a compact unit weighing 100 pounds with batteries, radios and duplexers inside. A solar panel on top of the unit allows batteries to recharge, and an antenna is extended to insure good signal transmission.

But the installation of repeaters are not always simple. Several years ago, in April, Dickinson attached a repeater to an exposed branch of a snow-covered tree near Hoonah in southeast Alaska. At the end of the summer when he returned to retrieve the repeater, the snow was gone and there stood an incredibly tall tree with the repeater tied to the top. Needless to say, the tree had to be cut down so the repeater could be recovered.

The electronics mechanics also help build cadastral field camps. "We do all the electrical wiring, and the camp is fully operational within a week. If

**The electronics mechanics also help build cadastral field camps. "We do all the electrical wiring and the camp is fully operational within a week."**

there's an autosurveyor in camp, the mechanic will inspect and align it daily. He'll take care of the computer system (which stores all the surveying coordinate information), generators, small engines, drills and any extras. The mechanic also maintains radio contact with the surveyors and tracks aircraft. They work 10-hour days, six days a week," says Bordwell.

Ten-hour days in the field can get tough, but there's always a lighter side to all this demanding work. Duren used to live for the summer so he could go to the field. But after spending 10 summers in remote areas, he is now married and a father and says camp life doesn't hold the fascination it once did. He remembers fondly of the time at Kilik River when the camp was forbidden to bury their garbage. After a month's accumulation of garbage, the Argosy (a large work airplane) was summoned to carry their garbage out. Midway in flight, some of the bags ripped open, spilling maggots all over the aircraft. "It was pretty funny," says Duren, who adds, "but the loadmasters weren't too happy about it."

In January, the district's radio shop and the cadastral electronics shop

merged. Bordwell remembers in 1971 when he came aboard, "The district and state office were originally one shop. I don't remember what transpired to split the shop, but it happened when they shifted fire responsibilities to AFS in Fairbanks and we lost maintenance of the fire pumps."

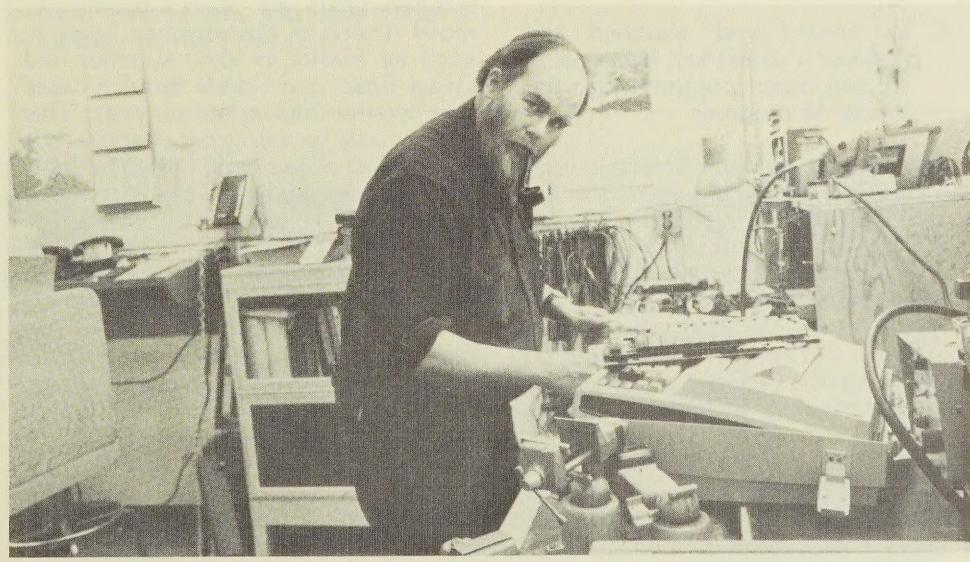
The benefits of marrying the two shops are many. Andrus can now tinker with the microwave system that he was previously unable to work on due to a persistent radio workload. He prefers working the microwave system which enables BLM's offices to link into the telephone system by way of microwaves. "Because we don't have to lease a land line from the telephone company, it saves the government a lot of money," he says. A telephone switching system serves as a backup.

All the electronics mechanics maintain and set the meteor burst system. It is a system which allows the BLM to communicate with its remote field stations by bouncing radio signals off meteors. As meteors enter the atmosphere, an Anchorage base station sends digital radio signals to its remote field station by way of meteors.

At present the electronics shop is preparing for the upcoming field season by cleaning, checking and repairing radios and other equipment to factory specifications. Prior to field season, a customized radio system will be built to support cadastral survey and ADO field parties.



Doug Dickinson uses a cable tester to determine the quality of cable.



Doug Dickinson makes repairs on a teletype machine.

# BLM Smokejumper Program Refined

by Sharon Durgan Wilson

Changes continue to occur in the field of smokejumping and its role in firefighting. The 1986 fire season will see continued refinement of the use of smokejumpers as the Bureau standardizes fire training and smokejumper capabilities while becoming more cost effective.

In a Washington, D.C. meeting on December 17, 1985, an instruction memorandum concerning the Bureau Smokejumper Program was drafted and submitted to Arnold Petty, then deputy director of Management Services, for approval. Attending the meeting were Roy Percival, BLM associate director of Boise Interagency Fire Center; Jerry Mauk, acting chief, Division of Fire and Aviation Management in the Washington Office; and Dick O'Connell, Alaska Fire Service.

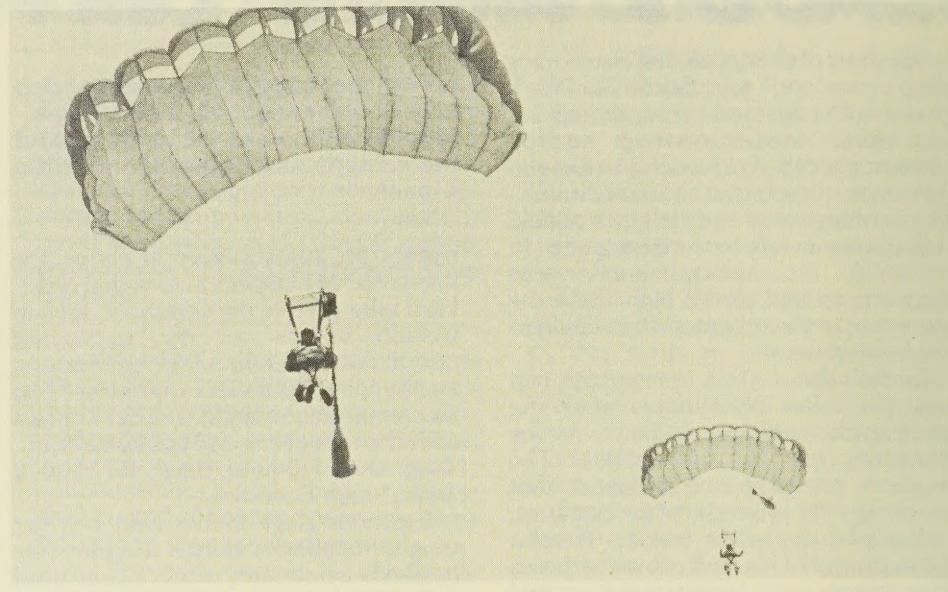
The overall concepts and operational procedures of these changes were put into action during the active 1985 fire season in both the Lower 48 and Alaska.

The objectives established for the Smokejumper Program were:

1. to reduce BLM fire program costs,
2. to implement a Bureau-wide smokejumper program,
3. to implement an interagency (BLM/USFS) smokejumper program, and
4. to initiate and maintain the Alaskan multi-skilled, high-quality smokejumper program within the Lower 48 program.

After evaluation of the activity during the 1985 fire season, it was concluded that "The underlying and principle objectives established in the Interagency Agreement for Joint Smokejumper Operations (April 1985) are valid, workable, and will result in short-term and long-range cost savings to both agencies as well as improving overall efficiencies in the national fire program." However, the evaluating team members agreed that more streamlining was necessary to obtain maximum efficiency along with cost effectiveness.

Long-term significant cost savings should be achieved by moving the major loft operations and gear manufacturing from Fairbanks to Boise. These savings would be in reduced transportation



AFS smokejumpers

costs for materials and labor. The costs for transportation of loft equipment, facility set-up and associated facility maintenance would be one-time, minor expenses.

There would also be additional dollar savings and non-fire priority program accomplishments from having Bureau-funded smokejumpers do Bureau project and resource activities not only in Boise but at the field stations in the various states in which they are working.

"There will be several benefits to this new program," Dick O'Connell, acting manager of AFS, said. "The Bureau's smokejumpers will be in a position to move wherever the principle need is, such as Alaska in early summer and Great Basin and Forest Service bases as a booster crew in late summer. This will not only be more cost-effective, but the individual jumpers will quite likely get more activity by being able to move around more. By consolidating the smokejumper bases at BIFC and AFS, the Bureau will be able to maintain continuity in training and capabilities."

There are many items spelled out more explicitly in IM 86-171, which will be distributed in the near future; but for a general overview, the major implementation objectives and program direction will be:

— Alaska will retain 41 smokejumper positions for Bureau requirements plus 16 smokejumper positions under cooperative agreement to meet state of Alaska needs.

— Thirty smokejumper positions that were scheduled to be hired by BLM-

Montana will now be hired by BLM/BIFC.

— BLM-California will retain 20 smokejumper positions. This operation will be evaluated during the 1986 fire season for potential consolidation with the BIFC or Alaska program.

— Roy Percival, the designated smokejumper coordinator for BLM, will establish and chair an operational/administrative working group which will develop specific implementation plans addressing personnel moves, funding distribution, equipment transfers and aircraft contracting requirements.

— All major personnel canopy system manufacturing and repair will be provided by the BIFC loft beginning October 1, 1986. Alaska will transfer personnel and equipment associated with these loft operations to BIFC.

— Technical control for the Ram-Air parachute operations will remain in Alaska until a loft is established at BIFC and personnel associated with the Ram-Air program are moved.

— All smokejumper rookies and Ram-Air refresher training will be conducted in Alaska. Additional refresher training may be conducted at the base determined to be most cost-effective.

— Roy Percival, working with the designated Forest Service smokejumper representative, will develop the 1986 Annual Operating Plan for Interagency Smokejumper Agreement. This plan will be approved by the chief, Division of Fire and Aviation Management and the Forest Service director of Fire and Aviation Management.

# International Theme Brings World Culture To Black History

"In this country are modern cities with six lanes of traffic and sidewalks crowded with hurrying people — just like the United States," said Elizabeth Carew. "But Sierra Leone is very different, too, with diamond mines and coffee groves, with people speaking 57 different languages, and a postal system that routes all mail back to England before sending it to neighboring African countries." She spoke softly, her words flavored with a mysterious accent, as she told the crowd about the African country where she grew up.

Carew, who works in ANCSA adjudication, spoke to a crowd gathered in the Anchorage Federal Building atrium on February 26 to celebrate Black History Week. The program included a special welcome from Deputy State Director Bob Arndorfer, a solo sung by Lou Ella Vann of ARCO Alaska, a dramatic reading of "We are the World" by Rosetta Francis-Robinson of FAA, and reading of the Presidential Proclamation by Bob Jones, EEO officer. Master of Ceremonies was Kamilah Rasheed, state adjudication.

A steering committee of 14 people from BLM, FAA, HUD, the Veterans Administration, and private groups put together the special week-long series of events marking Anchorage's participation in the national celebration of Black History Month. This year's theme was the Afro-American Experience: International Connection.

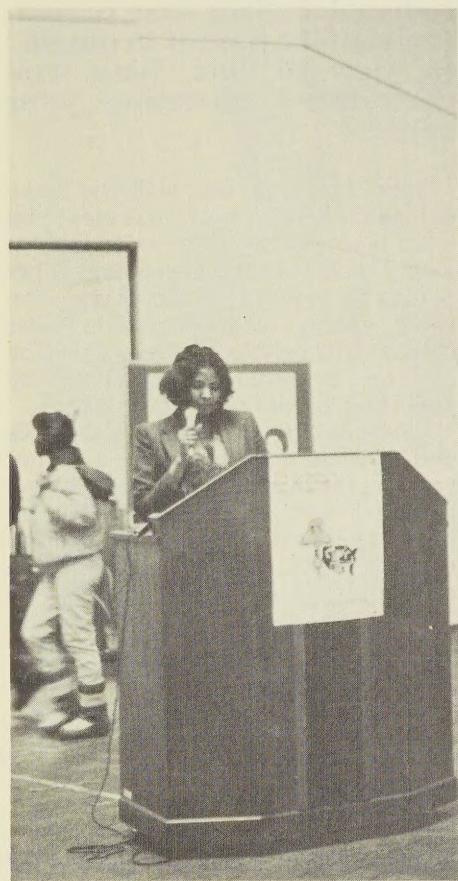
Special events dramatized the international connection with music, art, international fashions, slide shows, and personal recollections of other cultures.

On Monday, February 23, Bob Merrill, ASO minerals adjudication, coordinated a fashion show of African clothing. Volunteer participant Lucille Cole brought African clothing, jewelry, hand-made baskets and bags, and head wraps. These were modeled by Kamilah Rasheed, Becky Aviles of ASO mineral adjudication, and Rosetta Francis-Robinson. Dwight Sandlin, ASO information services, told about his experiences in Africa with the Peace Corps.

Friday was Adopt-a-Student Day, sponsored by Blacks in Government (BIG). Beginning with a kick-off breakfast at the Career Center, students experienced a working day with BLM sponsors John Miller, Jesse Hicks, Mel Williams and Charles Luddington.

Wind-up events for Friday included films presented by FAA in the Federal Building dining room, soul food menu in the Federal Building cafeteria, and an evening program at Fairview Community Center. Sponsored by BLM and HUD, this program featured the Greatland Dancers, Contempo Dance Co. from East High, songs by Li Ignacio, and stories about Africa by Edwin Ozome. Master of ceremonies was Chris Williams, conveyance branch of land operations.

The Anchorage District Office's Black History Week program drew media attention from Anchorage's KIMO-TV Channel 13 when Aurora Hovland, the wife of McGrath Resource Area soil conservationist Dwight Hovland, gave a talk and slide show Wednesday on the Philippines.



Elizabeth Carew talks about Sierra Leone.

## BLM Gains Visibility

*Ray Thomas (r) was one of 65 BLM employees who helped staff a public contact booth during Fur Rendezvous.*



# Career Options

by Phil Wulff

**You may believe with our reduced budget that promotions will be harder to obtain. In view of this, have you considered changing your career?**

Impossible you say, with the fierce competition existing for vacancies. You have basically two choices to make. One is to succumb to defeat and forget it, thus becoming a product of your own worst enemy (yourself). The other choice is to believe in yourself and be creative in times of challenge by persisting in your pursuit of options.

Chances are your knowledge, skills and abilities can be used in other careers, resulting in your talents being more fully utilized. Or you may develop latent talents that you never realized existed. I am not suggesting that it's easy to select a new career or to sell yourself to a selecting official. However, it is a way out of a dead-end job with the opportunity to grow both personally and professionally.

Your first step toward a career

change is to analyze your qualifications and then match them to the new job that appeals to you. To do this you'll need to review the X-118 qualifications standard which is available through your servicing personnel office. The X-118 describes both the experience and educational requirements for all federal positions. You may discover positions in different occupational series that relate closely to the work you are currently doing. For example, a program analyst (GS-345 series) might qualify for a management analyst (GS-343 series); the X-118 can tell you if you meet the basic qualifications for a given position.

If you find that you lack the requirements of a qualification standard, you may wish to explore with your supervisor the probability of obtaining a detail to another part of your organization where you could acquire the needed experience; or you may wish to volunteer for a special task force assignment. If you lack an educational requirement or two, you may wish to take college courses. Don't forget that volunteer work outside of the job also may count toward meeting the qualification requirements.

Once you meet the basic qualifications, start looking for vacancies. A lateral move to another series or even a change to a lower grade may be to your advantage.

Tailor your SF-171 to the specific job series. Rewrite your experience description to meet the rating and ranking factors contained in the announcement. Easier yet is to attach your own supplemental sheet which focuses more directly on the job requirements than your basic 171 does. Many job vacancy announcements have a supplemental sheet which requires you to address the specific ranking factors of the position. The more clearly you define the relationship between your experience and the job requirements for which you are applying, the better your chance of being selected.

Be selective in the jobs you are applying for and focus on those you not only envision may be exciting and challenging but also those you have the best chance of obtaining. Changing careers is hard work; but remember the old saying, "The only way to ensure more hits is more times at bat."

## Is Your Personal Emergency Information Card Up To Date?

In the event of an emergency you may not be able to speak for yourself. The personal emergency card kept in your servicing personnel office can speak for you — and possibly save your life.

The information you supply tells us whom to notify, the name and address of your doctor(s), your health benefits coverage, and hospital preference and blood type, as well as enabling us to alert emergency medical personnel of any allergies or medical conditions present.

Many of the cards on file are outdated and/or incomplete, and some employees have no card at all. If it has been several years since you filed a card or have had a change in address, marriage, medical condition, etc., you should consider re-filing so as to help us help you when you need it most.

To review the information on file or complete a new card, state office employees can call Stephanie Schmidt at 271-5043. District employees should contact their servicing personnel office.

## Boost Your Self Image

Albert Einstein said, "Imagination is the preview of life's coming attractions."

From childhood on, each of us accumulates thoughts, beliefs and experiences of success and failures, humiliations and triumphs. It is these experiences that form our self-image.

People who are successful see success before it actually happens. They begin to act successfully by assuming a successful role created by their imagination. It's how people feel about themselves that makes them what they are and what they will become.

Each of us is controlled by the mental images that we create. Starting today, try to redefine your own image. You can't change your whole personality, but you can make some improvements. Read one autobiography each month. Choose people that you admire or who possess qualities that you would like to see in yourself. Now, imagine yourself possessing those qualities. Reinforcing these thoughts daily will generate new

motivation and boost future efforts.

People around us also influence our image of ourselves by the things they say to us. If as a child you are told you are bad, you will assume it is true and adopt the role accordingly. It is these destructive images that a child often carries into adulthood. One by one, try to eliminate those people from your life who interfere with the construction of your self-image. Eliminate negative thoughts, thus negative criticism.

Learn to recognize and praise your achievements. Compliment and congratulate yourself. Tell yourself what a terrific job you did. Become self-indulgent in positive talk.

By imagining yourself as successful you will soon adopt the traits and the behavior that makes it a reality.

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# Steve Pody Joins The Peace Corps

On March 10 Steve Pody (ASO Division of Minerals) left BLM-Alaska to join the Peace Corps. After two weeks of pre-training and orientation in Philadelphia, Pody will fly to Kinshasa, Zaire, then on to Bukuvu for an additional three month's training. While there he will study French and African to prepare himself as a Peace Corps volunteer.

Upon completion of this training Pody will be assigned to a village where he will work as village water technician. His commitment is a 27-month tour with three major duties. He will take water samples for analysis; evaluate the local situation and recommend improvements; and educate the people on bacteria and water purification by teaching them how to dig latrines and build springhouses.

Since the age of seven Pody has wanted to help people; he also loves to travel. His arrival in Zaire will be the 32nd country he's visited. "I've wanted to join the Peace Corps for a long time, but this is the first opportunity I've had. I applied in August 1985 and was accepted in December," Pody said.

Begun in 1961, the Peace Corps is a non-political (but diplomatic) organization of approximately 140,000 volunteers. Its primary function is to aid and educate underdeveloped countries and to show American goodwill.

While in Zaire, Pody will work at the "grass roots" level, living and working with the local villagers. He will live in a thatched-roof or tin hut and will be paid a wage the same as that of the natives. In addition, the Peace Corps will put aside \$175 a month as a readjustment fund when his work is completed.

He will be assessing the needs of the people and writing reports on his findings. Based on his findings the corps will attempt to get funding from organizations such as UNESCO (United Nations Educational, Scientific and Cultural Organization).

Pody's official duties as Peace Corps volunteer begin July 1. "I'm really looking forward to this work and am pleased to be going to Zaire. There is plenty of food and water, although the water definitely needs improvement. This is exemplified by a favorite quote of the Corps, 'Peel it, boil it, or throw it away!'" Pody said.

What does the future hold for Steve Pody? "I would like to see some more of the world and build an international career through my Peace Corps contacts. I have friends in Israel, South Africa and Greece, so I may live in one of these places for a time."

For anyone who would like to write to Steve in Zaire, his address is I.S.P./Bukuvu, B.P. 1560, Bujumbura, Burundi (until July 1, 1986).



Steve Pody ready for Zaire

## WELCOME ABOARD

**James Hollibaugh**, Cartographic Aide, ASO Division of Cadastral Survey  
**Vanessa Thomas**, Secretary, ASO Division of Operations

## MOVING ON

**Darrell Boggess**, Student Trainee (computer science) ASO Division of Operations

**Lily Statler**, Miscellaneous Documents Examiner, ASO Division of Operations

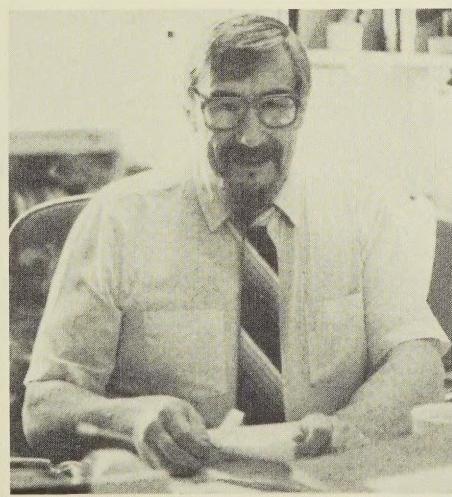
**Dennis Peleshuck**, Forestry Technician, (smokejumper) AFS

**Andrew Alexandrou**, Forestry Technician, AFS

**Darlene Morris**, Computer Operator, AFS

**Charles Chase**, Electronic Mechanic, AFS

## Personal Notes



Paul Savercool

**Paul Savercool**, assistant chief of ASO's public affairs office will be leaving Alaska BLM the end of March for a job with the Department of Defense in Seoul, Korea. Paul will be program director for the American Armed Forces Radio and Television Network, managing a staff of 50-55 people. "I look forward to the challenge of the job with mixed emotions," says Paul. "On the one hand I will miss the association with the true professionals I've had the pleasure to work with here in Alaska. However I do look forward to the adventure of another overseas experience!" Bon voyage Paul.

# Accolades

## SUSTAINED SUPERIOR PERFORMANCE

**Danielle Dines**, Secretary, ASO Division of Conveyances  
**Catherine Bayer**, Realty Specialist, ASO Division of Conveyances  
**Susan Eaton**, Natural Resource Specialist, ASO Division of Conveyances  
**Dionne Alloway**, Clerk Typist, ASO Division of Conveyances  
**Mary Nurre**, Clerk Typist, ASO Division of Conveyances  
**Eva Ratcliffe**, Miscellaneous Documents Clerk, ASO Division of Conveyances  
**Mary Ann Hoyt**, Land Law Examiner, ASO Division of Operations  
**Susan Erickson**, Supervisory Documents Examiner, ASO Division of Conveyances  
**Rebecca Johnson**, Miscellaneous Documents Clerk, ASO Division of Conveyances  
**Margaret Olund**, Supervisory Miscellaneous Documents Examiner, ASO Division of Conveyances  
**Jerri Sansone**, Miscellaneous Documents Examiner, ASO Division of Operations  
**Rita Booth**, Miscellaneous Documents Examiner, ASO Division of Operations  
**Barbara Knudsen**, Land Law Examiner, ASO Division of Operations  
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**Katherine Bruns**, Land Law Examiner, ASO Division of Conveyances  
**Kenneth Brewster**, Land Law Examiner, ASO Division of Conveyances  
**Joseph Agnese**, Land Law Examiner, ASO Division of Conveyances  
**Susan Swartz**, Editorial Assistant, FDO Public Affairs  
**Gail Ozmina**, Realty Specialist, ASO Division of Operations  
**Robbie Havens**, Supervisory Land Law Examiner, ASO Division of Operations  
**Dennis Benson**, Lead Contact Representative, ASO Division of Operations  
**Catherine Bolds**, Contact Representative, ASO Division of Operations  
**Margaret Pannet**, Contact Representative, ASO Division of Operations  
**Melvin Williams**, Training Instructor, ASO Division of Administration  
**Sue Michael**, Employee Development Assistant, ASO Division of Administration  
**Malcolm McCone**, Land Surveyor, ASO Division of Cadastral  
**Daniel Webb**, Land Surveyor, ASO Division of Cadastral Survey  
**Mary Jane O'Daniel**, Clerical Assistant, FDO  
**Allan Breitzman**, Realty Specialist, ASO Division of Operations  
**Darlene Wittenberg**, Land Law Examiner, ASO Division of Conveyances  
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**Tonya LaFevre**, Land Law Examiner, ASO Division of Conveyances  
**Joe Labay**, Supervisory Land Law Examiner, ASO Division of Conveyances  
**Michael Cincar**, Cartographic Technician, FDO  
**Pamela Bissonnette**, Cartographic Technician, FDO  
**Charles Ben Fish**, Administrative Specialist, ASO Division of Administration  
**Raymond Kaltenbach**, Supervisory Land Law Examiner, ASO Division of Minerals  
**Kay Kletka**, Supervisory Land Law Examiner, ASO Division of Minerals

## QUALITY STEP INCREASE

**Linda Brooks**, Land Law Examiner, ASO Division of Conveyances  
**Nora Vanassche**, Land Law Examiner, ASO Division of Conveyances  
**Frances J. Reed**, Land Law Examiner, ASO Division of Conveyances  
**Susanna Owen**, Secretary, ASO Division of Conveyances

## SPECIAL ACT AWARD

**John DeHoyos**, Electronics Digital Computer Mechanic, ASO Division of Operations  
**John Miller, Jr.**, Electronics Digital Computer Mechanic, ASO Division of Operations  
**Thomas Spencer**, Land Surveyor, ASO Division of Cadastral Survey

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